

**City Council of the City of Greenville
Work Session**

**Monday, January 10, 2022
3:00 p.m.**

**Meeting Location:
Greenville Convention Center, 1 Exposition Drive**

MINUTES

CITY COUNCIL: Mayor Knox White; Councilmember John M. DeWorken, Councilmember Lillian B. Flemming, Councilmember Kenneth C. Gibson, Councilmember Russell H. Stall, and Councilmember Dorothy H. Dowe

Absent: Councilmember Wil Brasington

CITY STAFF: City Manager John F. McDonough; City Attorney Michael S. Pitts;
City Clerk Camilla G. Pitman

Mayor White called the meeting to order for the purpose of discussing the following matters.

Employee Compensation Adjustments

Office of Management and Budget Director Matt Efirid and Human Resources Director Athena Miller provided information on employee compensation adjustments going into effect this month. Mr. Efirid referred to the market pressures and turnover in the organization and commented on other agencies providing compensation adjustments, both in the public and private sector. Mr. Efirid also referred to a current 11% percent vacancy rate trending across the organization.

Ms. Miller commented on the last implementation plan in 2016 and stated it has been five years since it has been viewed. Ms. Miller reviewed the current goals of improving recruitment and encouraging advancement through the ranks. Ms. Miller shared information on implementing a Step Plan for public safety employees to improve recruitment, increase starting salaries to lead the market, and separate incentive pay from base pay to standardize the Step Plan. Ms. Miller thanked OMB and HR staff for their support in determining the financial adjustments and expressed appreciation for the City Manager support in leading the market instead of matching the market. Ms. Miller advised that all non-public safety employees with at least one year of service as of January 1, 2022, will receive a 4% percent cost of living increase.

Councilmember Gibson asked how the vacancy rate compares to other municipalities and counties around Greenville. Ms. Miller responded the information is not available without submitting a survey request to those municipalities. Regarding entry level positions, Councilmember Gibson encouraged pursuing diversity from the community to fill those positions and encouraged recruitment through the churches. Police Chief Howie Thompson responded they are working with the minority churches and are also working with the Urban League.

Councilmember Dowe recommended including incentives for Greenlink drivers. Ms. Miller responded that they have adjusted pay for bus operators a few times and offer organization incentives, however, the retention piece is the bigger concern. Ms. Miller commented on CDL applications received throughout the organization and forwarding the same to Greenlink for consideration. Ms. Miller also commented on the School District continuing to have difficulty as

well in hiring drivers. Ms. Miller stated that staff is continuing to evaluate issues with retention. City Manager John McDonough advised that the City has been working on filling vacancies in fire and police as well as public works and that they will be taking a deeper look at Greenlink during the next quarter.

Mr. Efird stated that the FY22 budget included a 3% percent COLA across the organization, that the impact of the 4% percent COLA is approximately \$1 million dollars, and that the effort provides for a long-term investment in employees rather than a one-time bonus.

Section 108 Loan Projects

Mr. Efird provided an update on the Section 108 Loan program for use with funding in the Special Emphasis Neighborhoods. Mr. Efird advised that the City has borrowing capacity of approximately \$3.6 million and that efforts have focused on sidewalk construction, in addition to the Neighborhood Infrastructure Bond (NIB). Mr. Efird provided lists of projects, costs, and the estimated timeline for the following neighborhoods: Arcadia Hills, Greenline-Spartanburg, Nicholtown, Pleasant Valley, and Southernside. Mr. Efird stated there is a funding allocation of \$3.6 million expense with a total escalation of \$4.1 million. Mr. Efird recommended using funding from this year or next year's NSTEP funding to cover the additional cost due to construction escalation. Mayor White encouraged engagement with the neighborhood residents before and during the process.

Councilmember Stall asked what the timing is for private property right of way. Mr. Efird stated if the City owns the right of way, there is no problem and if it does not, then the City will reach out to the property owner for approval. Councilmember Dowe referred to Arcadia Hills and asked if the proposed projects will assist with connectivity on Lowndes Hill sidewalks. Public Works Director Clint Link responded it does assist with connectivity and will allow other roads to increase with the ratings. Regarding Pleasant Valley, Councilmember Dowe asked about children walking to school and safety in those areas. Mr. Link responded that staff has identified some sidewalk needs in that area. Councilmember Flemming asked if drainage in the Pleasant Valley area will be reviewed as well. Mr. Link responded there is a short section that staff can look at to consider rehab opportunities as part of the project.

Councilmember DeWorken joined the meeting.

Mr. Efird advised there is approximately \$6 million allocated to sidewalk projects through the NIB and N-STEP and that these funds had to be used within the confines of special emphasis neighborhoods. Councilmember Stall asked if the City has the manpower to perform the projects presented. Mr. Link responded while the City has the capacity in house for the design, consultants will need to assist with the projects. Mr. Link stated they will be out in front with the neighborhoods and that the projects are scheduled from Spring 2022 through Summer 2023.

Motion - Executive Session

During the open Work Session, Mayor White asked for a motion to go into Executive Session. City Attorney Mike Pitts recommended going into executive session under S.C. Code §30-4-70 (a)(1) to discuss appointments to the City's boards and commissions and subsection (a)(2) real estate and contractual matters regarding (a) contemplated property exchanged on Mayberry Street, (b) Peace Center campus property legal advice, (c) potential acquisition of property at the Dunbar Connector, and (d) potential disposition of the Liberty Garage.

Councilmember Dowe moved, seconded by Councilmember Gibson, to go into Executive Session. The motion carried unanimously.

(Executive Session)

There being no further discussions, Councilmember Flemming moved, seconded by Councilmember Dowe, to go out of Executive Session. The motion carried unanimously. No action was taken.

With no further discussions, the meeting adjourned at 5:10 p.m.

Camilla G. Pitman, MMC, Certified PLS
City Clerk

Meeting notice posted on January 7, 2022.